


13 Actions & behaviors you can take or do **now** to help create a more inclusive world




The following content is from The Inclusive Leader: Maximizing the Mix and is proprietary to 10,000 Feet, TAC Global, and Advantage Performance Group, partners in innovative learning solutions.

Advantage

A close-up photograph of two hands, palms up, holding a small, bright yellow flower with a dark center. The hands are positioned in the center-right of the frame, with the fingers slightly spread. The background is dark and out of focus, with some warm, golden light visible in the upper right. The overall mood is gentle and hopeful.

Forgive someone who has made a mistake in their efforts to be inclusive. Recognize that learning requires trying new things and being willing to not always “get it right” at first.

The background of the slide is a close-up photograph of several sheets of marbled paper. The paper features vibrant, swirling patterns of red, orange, yellow, green, blue, and purple, creating a rich, textured appearance. The lighting is soft, highlighting the glossy surface of the paper.


Mentor someone who is
different from you
in terms of their age,
ethnicity, gender,
LGBTQ+, disability,
culture, etc.



Work to understand your
potential blind spots
through reading,
watching TV specials and
movies, listening to
podcasts, etc.

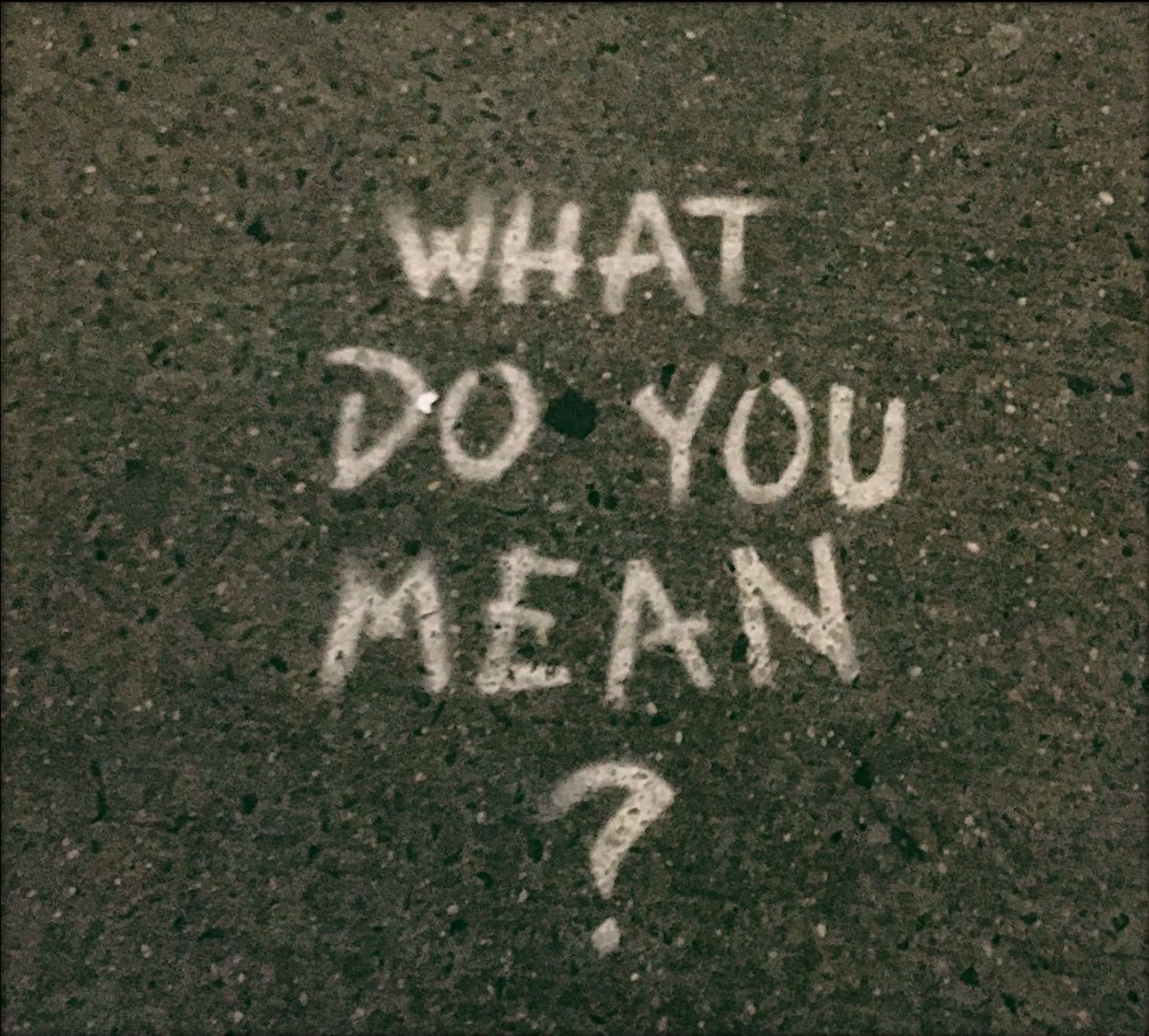


Challenge yourself to
**engage in conversations
about race** to expand
your understanding of
how and where you can
make a positive
difference.




Catch yourself when
having **strong reactions**
to someone and ask
yourself **why?**

**Be aware that strong
reactions may point
toward a hidden bias.**



WHAT
DO YOU
MEAN
?




Make a habit of **asking lots of questions** – it can undermine any incorrect assumptions, and it demonstrates that you value others' insights.

Periodically **examine
your network** to see
who's in it and who's
not. Proactively seek to
create a more diverse
network.



Take a look at the "room" and ask, **what voices are not at this table?** Challenge the **status quo** if certain groups are not represented.






Hold weekly/monthly team meetings and dedicate time to team building and **“getting to know you” activities** – even if the meetings are virtual. Lead exercises that build greater trust and inclusion.



Do a scan to ensure that your team – across all levels – is **representative of the local talent pool**. If it is not, **partner with HR and others** to create a strategy and set of actions to create a more diverse workforce.




Establish a team
diversity & inclusion
goal and hold yourself
and your team
accountable to it.

Remember the business world is an extroverted world. **Find ways to get the best out of the introverts on your team.**

Consider reading the book *Quiet: The Power of Introverts in a World That Can't Stop Talking* by Susan Cain – or watch her TED Talk:


apg1.us/introverts





Take the free **Harvard Implicit Association Test (IAT)** to recognize your own biases and help ensure fair decisions are made when promoting, hiring and developing your team:

apg1.us/bias-test



**Create your own “to
do” list** from these
suggestions:

apg1.us/inclusive-tool





Remember...

Be curious

Know that there is rarely a single “right” answer

Strive to make a connection

Let someone know you care

Lean in to make a difference



In the words of Maya Angelou

*“People will forget what you said.
People will forget what you did.
But people will never forget
how you made them feel.”*